

# On-The-Market

## **CIGNA SIMPLIFIES 401(K) RETIREMENT PLANNING**

With American workers increasingly concerned about building retirement security in volatile economic times, CIGNA Retirement & Investment Services has introduced the Retirement Goals Funds, a series of "single-fund-for-life" investment options that simplify 401(k) investing and help employees stay on track to meet their long-term financial-planning-goals.

The new fund offerings — Retirement Goals Funds 2010, 2020, 2030, 2040 — are each comprised of a select universe of underlying equity and fixed-income investment options, with allocation across those options constantly evolving based on the target retirement year of the fund. This means that the asset composition of the funds will change without the need for action on the part of investors — from a more aggressive investment strategy in the early years to a more conservative approach as retirement approaches. A fifth fund, the Retirement Goal Income Fund, is geared primarily toward those nearing or already in retirement.

## **WORKSCAPE DEBUTS ENTERPRISE 4.2**

Workscope, Inc., a provider of benefits and workforce management solutions, has announced it will launch a new version of its suite of HR self-service applications. Available in both licensed and hosted

deployment options, Workscope Enterprise 4.2 delivers enhancements to a company's Compensation Planner product, including new configuration tools, support for complex variable pay programs, and additional decision support functionality. This new release allows HR administrators to design and adapt their own compensation plans, ensuring line managers can easily execute plans within their program guidelines for optimal allocation of the company's compensation resources. The result is a tool that is widely adopted by the workforce, and a compensation planning process that is more efficiently executed in support of a company's larger business objectives.

Significant to the 4.2 release are new Plan Administration tools that deliver increased configurability and personalization of a company's compensation plan, allowing administrators to tailor plan guidelines and budgets themselves without IT or vendor support. Plan Administration allows the compensation manager to define access to the plan based on user roles; establish guidelines based on performance ratings; set budget targets; define multiple bonus plans as well as stock option guidelines and participation criteria; and establish limits and alerts for all compensation programs. Workscope Enterprise 4.2 also includes enhanced Variable Pay functionality, building on the product's existing stock option features to deliver increased "pay for performance" capability with support for multiple, complex bonus plans with multiple weighted objectives.

## **TRAINING TOPICS GET HELP FROM GAME SHOW SOFTWARE**

Mind-numbing topics like policy, procedure and regulation are hard for people to learn. A new update of Al Morale's Game Show Presenter from Bodine Communications LLC aims to help by letting trainers stimulate people's attention and memory with a customized quiz show.

The new version of the software allows up to 10 players or teams to participate in a funny, TV-style quiz show on any subject. Trainers use the built-in quiz editor to write questions in multiple choice, true/false and yes/no formats. When the game show is presented, the software automatically provides score keeping, music, sound effects and a funny game show host. The show creates a fun experience that rewards attention, memory and thinking skills. For more information — and a free trial version — visit [www.almorale.com](http://www.almorale.com).

## **WADDELL & REED ANNOUNCES PLANS TO MERGE FUND FAMILIES**

Waddell & Reed Financial, Inc. has announced that it intends to merge several Ivy Funds into its W&R Funds family, creating a single new fund family that would operate under the Ivy Funds brand. Under the plan, six Ivy Funds would be merged into existing W&R Funds; six Ivy Funds would remain as they are; and all W&R Funds, including those not involved in the mergers, would operate under the Ivy Funds brand as part of the new family.

*continued on page 47*